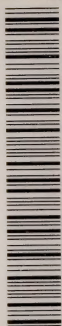
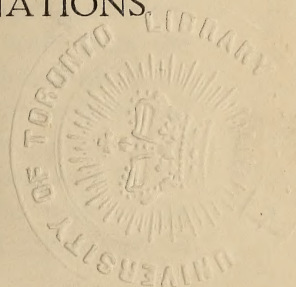


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The International Labour Organisation.

I.

Origin and Aims.

THE International Labour Organisation was instituted by the Treaty of Versailles. It is to a large extent an autonomous body, but it is one of the institutions of the League of Nations, which receives funds from the member-states to meet the expenses of both organisations. All the members of the League of Nations are members of the Labour Organisation; and the League gives it all possible assistance, as well as affording premises for its Permanent Office. On the other hand, the work of the Organisation is different from that of the League, and its functions are carried out independently.

The International Labour Organisation serves the same purpose between classes as does the League of Nations between States. The one is concerned with the prevention of conflict and the adjustment of disputes between States, and the other seeks similarly the peaceful solution of the problems and differences which confront industry. The objects of the two bodies are therefore closely inter-related, for international peace can only be based upon social justice. It was because the Parties to the Treaty of Versailles recognised this fact that Part XIII., which deals with the Labour Organisation, was included in the Treaty.

Members of the Labour parties throughout the world have frequently urged the creation of an international organisation to improve the conditions of Labour. The

efforts of individual countries to raise the status of the workers may be impeded by the failure of competing countries to introduce similar improvements; and such evils as the payment of unduly low wages are likely to be abolished more rapidly if there is provision for action by international agreement. Again, seamen and others frequently have to work in foreign countries, and only an international organisation can give them any real assistance. It is clearly desirable that, subject to local conditions, climate, and customs, labour legislation should be uniform throughout the world. Enlightened employers are favourable to the Organisation, recognising that it will facilitate continuous production, and limit the destructive harshness of competition.

The fundamental functions of the Organisation, as described in the preamble to the Labour Section of the Treaty, are: "The regulation of the hours of work, including the establishment of a maximum working day and week, the regulation of the labour supply, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease, and injury arising out of his employment, the protection of children, young persons and women, provisions for old age and injury, protection of the interests of workers when employed in countries other than their own, recognition of the principle of freedom of association, the organisation of vocational and technical education and other measures."

"The Charter of Labour."

However greatly economic opportunity and industrial tradition may differ in various countries, there are certain principles that should be universally recognised, and applied in the regulation of labour conditions. In Article 427 of the Treaty of Versailles, the signatories

declare that labour should not be regarded as a mere article of commerce, and they lay down these principles, which they admit are not final or complete, but are well-fitted to guide the policy of the Organisation, as follows :—

First. The guiding principle above enunciated that labour should not be regarded merely as a commodity or article of commerce.

Second. The right of association for all lawful purposes by the employed as well as by the employers.

Third. The payment to the employed of a wage adequate to maintain a reasonable standard of life as this is understood in their time and country.

Fourth. The adoption of an eight hours day or a forty-eight hours week as the standard to be aimed at where it has not already been attained.

Fifth. The adoption of a weekly rest of at least twenty-four hours, which should include Sunday wherever practicable.

Sixth. The abolition of child labour and the imposition of such limitations on the labour of young persons as shall permit the continuation of their education and assure their proper physical development.

Seventh. The principle that men and women should receive equal remuneration for work of equal value.

Eighth. The standard set by law in each country with respect to the conditions of labour should have due regard to the equitable economic treatment of all workers lawfully resident therein.

Ninth. Each State should make provision for a system of inspection in which women should take part, in order to ensure the enforcement of these laws and regulations for the protection of the employed.

These principles are often called the "Charter of Labour," in the language of the Berne Conference of 1919,

which urged that an International Charter of Labour should be drafted, and applied by an International Labour Office.

A secondary function of the Organisation is the collection and distribution of information on labour questions. It is to undertake research work, and to become a "clearing house" of authoritative information upon such questions as production, wages, cost of living, labour legislation, industrial hygiene, unemployment, and emigration. It is hoped that the organisation will thus add to the knowledge of the world upon these subjects, and place at the disposal of every nation the experience and wisdom of all.

At present (1922), the number of States belonging to the International Labour Organisation is fifty-four. America and Russia are the only important countries that are not members. Germany has been included from the time the Organisation was created, and America has unofficially participated in many of its activities.

II.

Organisation and Procedure.

THE permanent Organisation consists of :

- (1) a General Conference of Representatives of Members, and
- (2) an International Labour Office, controlled by a Governing Body.

The General Conference, which may meet as often as occasion requires and must meet at least once a year, consists of four representatives of each member-state. Of these representatives, two are appointed by the Government, one is chosen by agreement with the organisation of employers, and one is similarly chosen as a delegate by the

organisation of the workers, in each country. Should only one of the non-Government delegates be appointed to any Conference, the other may attend and speak, but he may not vote. The Conference may refuse admission to any delegate whom it does not deem to have been properly nominated.

Each delegate may be accompanied by technical advisers to the number of two for each item on the agenda of the meeting. The advisers may not speak unless they have special authorisation by the President of the Conference, and they may not vote. On occasion, however, advisers may act as deputy for delegates, in which case they may both speak and vote. It is laid down that during the consideration of questions specially affecting women at least one of the advisers should be a woman.

The Governing Body which controls the International Labour Office consists of twenty-four persons. Of these, twelve are appointed by the Governments, six by the Delegates who represent the employers, and six by the Delegates who represent the workers.* Eight of the Government representatives are appointed by the States of chief industrial importance, and four by States selected by the Government Delegates to the Conference, excluding the States of chief industrial importance. At present, the chief industrial States are Belgium, France, Germany, Great Britain, Italy, Japan, and Switzerland. It was intended to include also the United States. The remaining representatives, who at present number five, are appointed by Argentine, Canada, Denmark, Poland, and Spain.

The period of office of members of the Governing Body is three years. The Body may meet as often as

* The following are at present the English members of the Governing Body :—Sir Montague Barlow, M.P., Parliamentary Secretary of the Ministry of Labour ; Sir Allan Smith, M.P., President of the National Confederation of Employers' Organisations ; and Mr. E. L. Poulton, Vice-Chairman of the General Council, Trades Union Congress.

required, and meetings normally take place every three months.

The Governing Body appoints the Director of the Office. The present Director is M. Albert Thomas, the French Labour leader, who was a Minister of the War Cabinet in France; and the Deputy-Director is Mr. H. B. Butler, C.B., who was Assistant-Secretary to the Ministry of Labour. The staff is appointed by the Director, partly as the result of competitive examination; and it comprises men and women of twenty-four different nationalities.

The International Labour Office prepares the agenda for the meetings of the Conference, collects and distributes information on industrial topics, especially those relating to subjects to be brought before the Conference, undertakes special investigations at the order of the Conference, edits and publishes periodical journals and other documents in French and English, and carries out duties in connection with international disputes and any other duties assigned to it by the Conference.

The administration of the Office is divided into three parts:—(1) the Diplomatic Division, which organises and prepares the work of the Conferences, and deals with the correspondence between the Office and the Governments; (2) the Intelligence and Liaison Division, which is responsible for the collection and distribution of information; (3) the Research Division, which undertakes inquiries and makes scientific studies.*

In order to preserve continuous contact with the various countries, the Office has permanent correspondents in the chief capital cities of the world.†

* In connection with the Divisions, the following Technical Sections have been formed: (1) Emigration and Employment, (2) Industrial Hygiene, (3) Safety, (4) Russian, (5) Social Insurance, (6) Agricultural, (7) Co-operation, (8) Maritime, and (9) Disablement.

† The correspondent in London is Mr. J. E. Herbert, 26 Buckingham Gate, S.W. 1.

Procedure at the Conference.

The Agenda for all meetings of the Conference is arranged by the Governing Body. The Government, or the official employers' or workers' organisation in any member-state may suggest items, or may object to items; and in such case a decision is arrived at by a vote of the delegates. The Director acts as Secretary of the Conference. The Conference elects its own President, regulates its own procedure, and appoints any committees it wishes.

When the Conference adopts any proposals it may give them one of two forms: either a Recommendation, for submission to member-states with a view to their basing legislation upon it, or a draft International Convention, for ratification by the member-states.

Recommendations and Draft Conventions must be passed by a majority of two-thirds at the Conference, and copies of them, authenticated by the signature of the President of the Conference and of the Director, are lodged with the Secretary-General of the League of Nations.

Within a year, or in exceptional cases eighteen months, each member-state must submit Draft Conventions and Recommendations to its legislative body, and if they are ratified the Secretary-General is officially notified of the fact.

No country is required to adopt any measure which would lessen the protection afforded to its workers by existing legislation. It is usually provided in the Draft Conventions that each country shall report every two or three years upon the working of the measures that it has adopted, and that after ten years the subject shall again be reviewed by the Conference.

Should it be alleged that any country has failed to

carry out any Convention that it has ratified, its conduct shall be examined by a Commission of Inquiry, appointed by the Secretary-General of the League from persons nominated by the Conference. The Commission shall report on the facts, and indicate the measures, if any, of an economic character that may justifiably be taken against the defaulting Government. The report of the Commission shall be communicated to the Governments concerned, and they must within one month inform the Secretary-General whether they will adopt the Commission's recommendations, or whether they prefer to refer the matter to the Permanent Court of International Justice. In all cases the decision of the Permanent Court is final.

III.

The General Conferences of 1919, 1920, and 1921.

THE general nature of the Conference is that of an "International Social Parliament," that is to say, it does not pass legislation, but it comes to various decisions by international agreement, and these are subsequently placed before the various national legislatures. At the three Conferences already held a large number of Draft Conventions and Recommendations have been adopted, and these are briefly summarised below.

The Conference at Washington.

The International Labour Conference held its First Session at Washington, October 29th to November 29th,

1920.* The President was Mr. W. B. Wilson, the United States Secretary of Labour. The British delegates were the Right Hon. G. N. Barnes, M.P., and Sir Malcolm Delevingne, representing the Government; Mr. D. S. Marjoribanks, representing the employers; and Mr. G. H. Stuart-Bunning, representing the workers. During the discussions on women, Miss Margaret Bondfield, the late Miss Mary Macarthur, and Miss Constance Smith (Senior Lady Inspector of Factories), deputised at times for the Government and Labour delegates.

The Conference adopted six Draft Conventions and six Recommendations, on various subjects. The large number of decisions taken was due to the desire to start with a full programme of reforms, such as would serve as a guide for the future activities of the office.

The DRAFT CONVENTIONS were on the following subjects:—

(a) *Hours of Labour*.—With certain exceptions, it was agreed that the hours of labour for workers in industrial undertakings (excluding seamen) should be limited to eight hours a day, and forty-eight hours a week, with certain defined periods of rest. The peculiar conditions obtaining in Oriental countries made it necessary to exclude China, Persia, and Siam from these provisions, and to permit

* Two and a half years later, the International Economic Conference at Genoa included the following among its decisions:—

(1) In order to obtain the fullest effort on the part of the workers, and in order to avoid regrettable competition between nations, the attention of all States is drawn to the importance of the Conventions and Recommendations adopted by the International Labour Conferences, it being understood that each State reserves its right with regard to the ratification of any one or more of the Conventions.

(2) It is recommended that all States which are members of the International Labour Organization should ratify the Convention relating to unemployment adopted by the Washington Conference, and that all the States should take into consideration the measures against unemployment envisaged by that Conference.

sixty hours a week to be worked in certain cases in Japan and India.

(b) *Unemployment.*—Information was to be sent by each State, at intervals not longer than three months, concerning unemployment, including measures taken or contemplated for combating it. Every State was to establish free public employment agencies; and where private agencies existed, they were to co-operate with the public agencies; and the agencies of all countries were to be co-ordinated by the Office. When a worker went from one country to another, he should, if both possessed unemployment insurance schemes, receive the benefits due to workers in the second country.

(c) *Employment of women before and after childbirth.*—It was agreed that a woman should not be permitted to work (except in an undertaking in which only members of the same family were employed) during the six weeks following a confinement, and should have the right to leave work before a confinement if she produced a medical certificate to show that it would probably take place within six weeks. While absent from work she should receive adequate maintenance either from the public funds or from a system of insurance, and should be entitled to free medical attendance. It should not be lawful to dismiss her from employment during these periods, or while she was absent from work owing to illness arising from pregnancy. Mothers were to have allowed to them half-an-hour twice a day for nursing their children.

(d) *Employment of women during the night.*—With certain exceptions, women were not to be employed during the night during eleven consecutive hours, or in a country which had previously no legislation concerning night work ten hours for the first three years; and in all cases the hours between 10 p.m. and 5 a.m. were to be included in the rest period.

(e) *Minimum age of employment in industry.*—No child

under the age of fourteen years was to be employed. Over the age of twelve years, however, children might work in industrial schools, or might continue if already at work ; and twelve years was the age generally fixed in Japan and India.

(f) *Night work of young persons*.—Except in certain industries, no person under the age of eighteen years might work during the night (defined as in (d) above). In industries requiring continuous work, persons over sixteen years of age might work during the night. In Japan and India the age was generally fixed at twelve years.

The RECOMMENDATIONS dealt with the following subjects :—

(a) *Public employment exchanges*—recommended that the establishment of private exchanges working for profit should be prohibited, that every country should inaugurate a system of unemployment insurance, and that work undertaken by public authorities should be carried out during the periods of extensive unemployment.

(b) *Reciprocity of treatment of foreign workers*—recommended that foreign workers should be admitted to the benefit of a country's laws and protection.

(c) *Prevention of anthrax*—recommended that wool should be disinfected by the exporting country, or, failing that, by the importing country at the port of entry.

(d) *Protection of women and children against lead-poisoning*—recommended that women, and children under eighteen years of age, should be prohibited from working in processes requiring the use of zinc and lead ; and laying down the conditions under which they should be permitted to work in processes involving the use of lead compounds.

(e) *Establishment of Government Health Services*—recommended universal factory inspection, and safeguarding of the workers' health.

(f) *Prohibition of the use of white phosphorus in the manufacture of matches*—recommended the application of the Berne Convention of 1906.

The Conference at Genoa.

The Second Session of the International Labour Conference was held at Genoa, June 15th to July 10th, 1920.

In addition to four Recommendations, three DRAFT CONVENTIONS were adopted on the following subjects:—

(a) *Minimum age for admission of children to employment at sea*.—The minimum age was fixed at fourteen years.

(b) *Unemployment indemnity in case of loss or foundering of ships*.—An indemnity was to be paid by the employer while the seaman remained unemployed, up to a limit of two months.

(c) *Establishment of facilities for finding employment for seamen*.—It was agreed that the establishment of further seamen's employment agencies which worked for profit should be prohibited; that each State should establish public employment offices, either under the control of associations of shipowners and seamen, or under the State itself; that freedom of choice of ship and seamen should be guaranteed to the seamen and owners respectively; and that information in all countries relating to employment among seamen should be communicated to the Labour Office.

The RECOMMENDATIONS were on the following subjects:—

(a) *Hours of work in the fishing industry*—recommended that as far as practicable, the hours of work should be limited to eight a day, after consultations with the organisation of the employers and workers concerned.

(b) *Hours of work in inland navigation*—as in the fishing industry.

(c) *Establishment of National Seamen's Codes*—recommended that each State should embody in a seamen's code all its laws and regulations relating to seamen.

(d) *Unemployment insurance for seamen*—recommended that an effective system of unemployment insurance should be established, either by Government insurance or by Government subventions to industrial organisations which pay unemployment benefits.

The Conference at Geneva.

The Third Session was held at Geneva, October 25th to November 19th, 1921. Seven Draft Conventions and eight Recommendations were adopted. The French Government delegates contested the expediency of discussing questions relating to agriculture, but the Conference by an overwhelming majority endorsed the view expressed by the British Government delegate that such discussion was desirable in order to introduce reforms tending to prevent migration to the towns and increased unemployment.*

The DRAFT CONVENTIONS were on the following subjects :—

(a) *Age for the admission of children to employment in agriculture*.—Children under the age of fourteen years were not to be employed in agriculture, save outside the hours of school attendance ; and the periods of school attendance might be arranged so as to permit children to undertake light employment, particularly in connection with the

* The French Government has since applied to the Permanent Court of International Justice to exclude agriculture from the scope of the International Labour Organisation.

harvest, provided that the total annual school attendance amounted to not less than eight months.

(b) *Right of association of agricultural workers.*—The same rights of association and combination should be secured to agricultural workers as to industrial workers.

(c) *Workmen's compensation in agriculture.*—It was agreed to extend to agricultural wage-earners all laws and regulations providing for compensation for injury arising out of their employment.

(d) *Prohibition of the use of white lead in painting.*—The use of white lead and lead sulphate was prohibited in the painting of buildings, &c., except in such cases where it was considered to be unavoidable. When such use was permitted, persons under the age of eighteen were not to be employed, and a number of specified conditions for the safeguarding of health were to be observed.

(e) *Weekly rest in industry.*—Wherever practicable, every industrial worker was to receive each week a rest period of twenty-four consecutive hours.

(f) *Minimum age for admission to employment as trimmer or stoker.*—No shipowner was to engage any person as trimmer or stoker under the age of eighteen years, unless no older person was available, when he might employ two persons over the age of sixteen years in place of each trimmer or stoker required. In vessels exclusively engaged in the coastal trade of Japan and India, the minimum age was reduced to sixteen years.

(g) *Medical examination of children employed at sea.*—There was to be compulsory medical examination at least once a year of all persons under eighteen, who were not to be employed unless they were certified to be fit.

The RECOMMENDATIONS were upon the following subjects :—

(a) *Prevention of unemployment in agriculture*—recom-

mended that the Draft Conventions and Resolutions concerning unemployment adopted at Washington should be applied as far as possible to agriculture; that the adoption of improved systems of agriculture should be encouraged; that agricultural workers' co-operative societies should be formed, and credits should be granted to them; and a number of other suggestions.

(b) *Employment of women in agriculture before and after childbirth*—recommended the application to agriculture of the Draft Convention adopted at Washington dealing with this subject in connection with industry.

(c) *Night work of women in agriculture*—recommended that women should be allowed a rest period of nine hours during the night.

(d) *Night work of children in agriculture*—recommended that persons under the age of fourteen years should be granted ten hours' rest during the night, and persons under eighteen nine hours.

(e) *Development of technical agricultural education*—recommended that agricultural education should be developed and made available to wage-earners.

(f) *Living-in conditions of agricultural workers*—recommended that conditions, varying in accordance with climate, should be enforced for the health, comfort, and cleanliness of the workers.

(g) *Social insurance in agriculture*—recommended that systems of insurance against sickness, invalidity, old age, &c., should be extended to agriculture.

(h) *Weekly rest in commercial establishments*—recommended that wherever possible the staff in commercial houses should be granted every week a rest period of twenty-four consecutive hours.

The Adoption of Draft Conventions and Recommendations.

The constitutional procedure for carrying out international agreements varies in different countries, but in many cases, including Great Britain, formal ratification must be preceded by the adoption of legislation. The number of actual ratifications of the Draft Conventions adopted by the International Labour Conference is therefore small in comparison with the number of legislative measures which have arisen from these Conventions. By July, 1922, the number of formal ratifications registered was forty-five concerning the First Session, and five concerning the Second Session. In addition, Switzerland had authorised four ratifications. The Conventions ratified by Great Britain were those concerning unemployment, night work of women, minimum age, and night work of young persons (adopted at Washington), and minimum age at sea (adopted at Genoa).

By the same date, however, the Conferences had given rise to 120 Acts, 88 of which dealt with Draft Conventions, and 32 with Recommendations; and in addition a large number of Bills had been introduced, and approval had been authorised in other ways. In 47 cases, not included above, the Recommendations were already in operation.

IV.

The Work of the Labour Office.

THE International Labour Office is a permanent organisation which seeks to improve the conditions of the workers by its studies, inquiries, and publications. Its constitution has been described above, and it is now

intended to enumerate the most important activities that it has already undertaken.

The Office is in close touch with the Secretariat of the League of Nations, and the technical sections frequently consult and collaborate with each other. The Director of the Labour Office attends the meetings of the Council of the League whenever an item on its agenda concerns the interests of the working classes; and the Office has appointed representatives to certain commissions of the League.

A considerable number of commissions has been set up by the Office in order to examine and inquire into various Labour questions.

The International Emigration Commission was one of the most important of these. It was set up in accordance with a resolution of the Second Session of the General Conference, and met in August, 1921, under the chairmanship of Viscount Ulleswater. The commission was composed of Governments', employers', and workers' representatives of sixteen different countries. It adopted resolutions dealing with the standardisation of emigration statistics, the international co-ordination of measures concerning the protection of emigrants, the suppression of the traffic in women and children, the finding of employment for emigrants, legislation restricting emigration and immigration, and other matters. These resolutions are being examined with a view to their being brought before future Conferences; and the question of the standardisation of emigration statistics has been placed on the agenda of the next Conference.

The Unemployment Commission was composed of experts who considered during 1920 the question of the international comparison of unemployment statistics, and in the following year placed a series of proposals before the Governments.

The Disablement Commission was composed of repre-

representatives of the disabled in Great Britain, France, Italy, Germany, and Austria, and of experts of Government Departments, and of the Health Section of the League of Nations, the International Red Cross Committee, and the Permanent Inter-Allied Committee of the Disabled. Their meetings were typical of the new spirit upon which the League of Nations is founded ; representatives of men who had fought and maimed each other co-operated in the search for international means of lessening the sufferings of the war. Resolutions were adopted, among others, dealing with the pooling of medical and surgical knowledge of treatment of the disabled, and the reciprocity of treatment of foreign disabled.

The Joint Agricultural Commission, composed of representatives of employers and workers from various countries, and one employers' and one workers' delegate from the Governing Body, has been set up to deal with the agricultural questions arising out of the Third Session of the Conference.

The Joint Maritime Commission, composed in a similar manner to the Agricultural Commission, has examined various problems connected with seafaring life. It recommended various improvements in the condition of employment, and the establishment of an International Seamen's Code.

Owing largely to the satisfactory proceedings at this commission, the International Shipping Federation and the International Seafarers' Federation agreed to hold joint meetings under the impartial chairmanship of the Director of the Labour Office to negotiate an agreement concerning hours of labour in ships. As a result of the conciliatory meetings that took place, a seamen's strike, which would have involved incalculable loss, was avoided.

International Seamen's Code. In accordance with the Recommendation of the Second Session of the Conference, the Office is to assist Maritime countries in the preparation

of an International Seamen's Code, dealing with such questions as articles of agreement, lodging of seamen on board, conciliation of disputes, and insurance of seamen.

An Inquiry into the Regulation of Wages is being made, at the request of the British Government, to examine the systems instituted by legislation in various countries for regulating wages, especially in the less organised industries.

Transfer of Social Insurance Funds.—It was provided by the Treaty of Versailles that if the transfer of funds for invalidity insurance, old age pensions, &c., from Germany to the countries that had received Germany territory was not completed within a certain time, the International Labour Office should deal with the matter. A commission was subsequently appointed by the Office, consisting of impartial experts from Italy, Switzerland, and Sweden, and representatives of France and Germany, to arrange the transfer of the funds in Alsace-Lorraine. An agreement was adopted which was endorsed by both France and Germany.

A similar commission is meeting to deal with similar questions between Poland and Germany.

Labour Conditions in Russia were to have been the subject of a commission of inquiry, but this proposal had to be abandoned owing to the refusal of the Soviet Government to receive the commission. A special Russian section of the Office was set up, however, and authoritative Reports are being published. In addition, a special fortnightly Russian Supplement is issued with "Industrial and Labour Information," one of the Office's publications.

Child Life in Persia.—An important humanitarian duty has been performed by the International Labour Office in connection with the weaving industry at Kerman, where children were employed at the age of five. Owing to the representations of the Office, the Persian Government has taken stringent steps to remedy this deplorable situation.

Inquiry into Freedom of Association in Hungary.—At

the request of the Hungarian Minister of Foreign Affairs, the International Labour Office sent a Commission of Inquiry to ascertain the truth concerning the allegations of the persecution of workers and trade unions in that country. As a result, important measures were introduced by the Hungarian Government on the lines indicated by the Commission.

Library and Publications.

The International Labour Office has the largest library in the world dealing with social and industrial questions. Every week, on an average, 800 books and pamphlets are acquired by the Library, which now contains publications in twenty-four different languages.

The Publications of the Office include the following :—

International Labour Review (Monthly ; Annual Subscription £1 10s.). A scientific popular publication containing articles, statistics and information relating to labour and industry, of interest and value to employers, workers, and governments.

Official Bulletin (Weekly ; Annual Subscription, £1). Contains the texts of official documents, reports of meetings of the Governing Body and the various International Commissions.

Industrial and Labour Information (Weekly ; Annual Subscription £1 10s.). Contains information derived from the Press and from technical and co-operative journals of the whole world, together with extracts from the growing volume of information received directly by the Office.

Russian Supplement to Industrial and Labour Information (Fortnightly ; Annual Subscription 10s.). Consists of translations and summaries from Russian publications and documents.

Legislative Series (Annual Subscription £1). Texts and translations of laws, decrees, regulations, and administrative orders affecting labour, issued in the different countries of the world, published as they come into force.

Reports of the International Labour Conference (Annual Subscription £3). Include preliminary questionnaires and reports, verbatim reports of the proceedings of the Conference, the official text of the draft Conventions and Recommendations adopted by the Conference.

International Labour Directory (Annual; per Number 11s. 6d.). Is intended to provide in a compendious form the fullest information available with regard to the organisations, both official and unofficial, which deal with industrial and labour matters throughout the world.

Special Reports (Annual Subscription £4). Give the results of important special investigations or researches carried out by the International Labour Office.

Among the chief reports published in 1921 were *Labour Conditions in Soviet Russia* (Price 7s. 6d.); *The Admission of Germany and Austria to the International Labour Conference* (5d.); *The Inquiry into Production. Introductory Memorandum* (5s.); *Production and Labour in the Mining Industry of the Ruhr from 1918-1920* (2s. 6d.); *International Seamen's Code* (2s. 6d.); *Inquiry concerning the Application of the Eight Hour Act in the French Mercantile Marine* (3s.).

Other Publications.—These include the Constitution and Rules of the International Labour Organisation, and a number of publications explaining the functions and activities of the International Labour Office.

A complete catalogue and subscription list of all these works may be obtained from the London office (26 Buckingham Gate, S.W.1.)

24.

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